

# STAFFING PHILOSOPHY

*At Knox County Schools, our people are our most valuable resource and represent our largest annual investment, making up more than 85% of the budget. When budgeting, our top priority is protecting the classroom by ensuring resources are directed closest to students.*

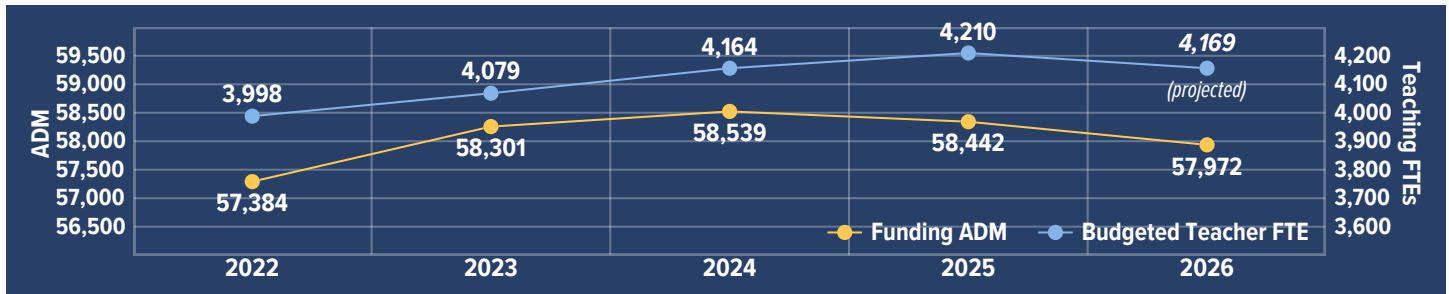
## SCHOOLS

### Staffing to Student Enrollment

In 2024, KCS established a **Staffing Committee** (made up of 10 principals representing every region and grade band, 5 regional representatives, and 9 district representatives) to develop school staffing formulas that would provide for the instructional needs of elementary, middle, and high schools. KCS uses formulas to align teachers to student enrollment, allowing schools to consistently predict and plan for the new school year.

#### HIGH MIDDLE ELEMENTARY

At-Risk %	K-3 Ratio	4th-5th Ratio
0-14%	20:1	25:1
15-30%	19:1	24:1
31-50%	18:1	23:1
>50%	17:1	22:1
At-Risk %	6th Grade	7th-8th Grade
0-29%	25:1	30:1
≥30%	20:1	25:1
At-Risk %	9th-12th Grade	
0-10%	26.5:1	
11-20%	24.5:1	
21-35%	23.5:1	
>35%	20:1	



## CENTRAL OFFICE

### Prioritizing Dollars Closest to Students

The top priority for every KCS budget remains the same year after year: **to prioritize dollars closest to our students**. The district does this by annually assessing school service and support needs and adjusting the District Office footprint as needed to protect spending closest to the classroom. If staff reductions are needed, the district leverages vacant positions and staff retirements to mitigate personnel impact when possible.

*The KCS District Office is charged with:*

- **Supporting schools** through regional content support teams, curriculum guidance, IT, transportation, facilities, maintenance, resource management, and more.
- **Supporting staff** with payroll, benefits, timely data distribution, HR needs, IT assistance, professional development, and more.
- **Supporting families & community** through proactive communication, accurate and transparent reporting, access to information, accountability monitoring, resource coordination, and more